

# STRATEGIC HR

## Strategy

### HR & TALENT

- Creating a HR Strategy aligned to your Business Strategy
  - Prioritising HR initiatives to reflect Business priorities
  - Re-thinking HR & reinventing the employee experience (EX)
  - Restructuring your existing (or building a new) HR Function
  - Transitioning to a HR Business Partner Model
  - Creating a Talent Development Strategy to support the Business & HR Strategies
  - Prioritising Talent Development initiatives to reflect Business & HR priorities
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## Key Initiatives

### TALENT-LEADERSHIP-ENGAGEMENT

- Creating the Vision & desired ROI
  - Defining objectives & translating business needs
  - Presenting tailored Programme options & benefits
  - Programme design & engagement of key stakeholders
  - Project management (*optional*)
  - Supporting Programme implementation including pilot, communications, champions, launch
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## Troubleshooting

### INDEPENDENT ADVICE

- Working in partnership with you to truly understand your business & people operations
  - Review of your current HR practices - what's working well & what needs to change
  - Identifying areas for improvement - for greater efficiency & effectiveness
  - Recommendations for improvement & improvement action planning
  - Guidance in implementing recommended improvements
  - Future proofing - building in appropriate mechanisms to remain relevant & agile
  - Coaching / Mentoring - support for business owners / leaders / people managers
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## Workshops

### PEOPLE MANAGERS & EMPLOYEES

- Creating a Coaching Culture
  - Mentoring
  - Career Pathways & Competency Development
  - Managing Change & Building Resilience
  - Talent Management
  - Engagement
  - People Management & Leadership Skills
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## Relevant Experience

### 18 YEARS OF HR/L&D EXPERIENCE - UK & EUROPE

- **Industries:** Dairy, Accountancy, Power & Utilities, Financial Services, Insurance, Engineering, Technology & Retail
- **Functions:** Finance, Procurement, Legal, IT, Sales, Sales Operations, Customer Service, Marketing, Communications, HR and Learning & Development
- **Environments:** Corporate, Private Equity, Public, National, Global, Matrix, Acquisitions
- **Positions:** HR Director, Head of Talent & Engagement, Senior HRBP, HRBP, Manager
- **Business Partnering:** Senior VP, VP, GM, MD, Directors